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# *Virginia's Licensed Professional Counselor Workforce: 2014*

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Healthcare Workforce Data Center

March 2015

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Healthcare Workforce Data Center  
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*More than 3,000 Licensed Professional Counselors voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Counseling express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Licensed Professional Counselor Workforce: At a Glance:

## The Workforce

|                       |       |
|-----------------------|-------|
| Licensees:            | 4,003 |
| Virginia's Workforce: | 3,564 |
| FTEs:                 | 3,208 |

## Background

|                     |     |
|---------------------|-----|
| Rural Childhood:    | 28% |
| HS Degree in VA:    | 44% |
| Prof. Degree in VA: | 66% |

## Current Employment

|                       |     |
|-----------------------|-----|
| Employed in Prof.:    | 93% |
| Hold 1 Full-time Job: | 53% |
| Satisfied?:           | 94% |

## Survey Response Rate

|                         |     |
|-------------------------|-----|
| All Licensees:          | 82% |
| Renewing Practitioners: | 89% |

## Education

|                  |     |
|------------------|-----|
| Masters Degree:  | 84% |
| Doctoral Degree: | 16% |

## Job Turnover

|                      |     |
|----------------------|-----|
| Switched Jobs:       | 6%  |
| Employed over 2 yrs: | 73% |

## Demographics

|                  |     |
|------------------|-----|
| Female:          | 77% |
| Diversity Index: | 27% |
| Median Age:      | 52  |

## Finances

|                      |             |
|----------------------|-------------|
| Median Income:       | \$50k-\$60k |
| Health Benefits:     | 47%         |
| Under 40 w/ Ed debt: | 67%         |

## Time Allocation

|                    |         |
|--------------------|---------|
| Patient Care:      | 60%-69% |
| Administration:    | 10%-19% |
| Patient Care Role: | 58%     |

Source: Va. Healthcare Workforce Data Center

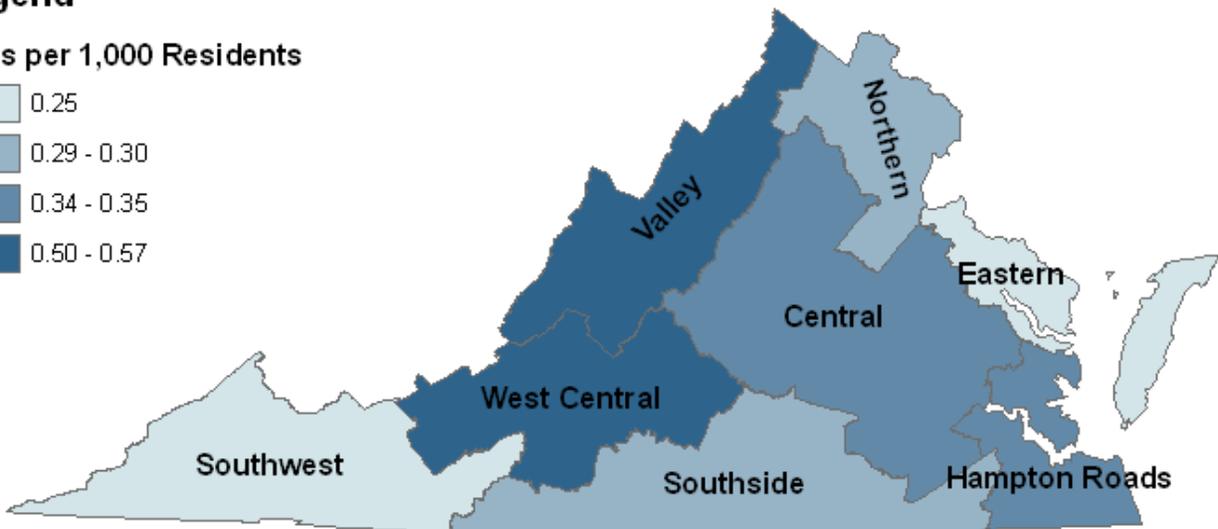
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

|   |             |
|---|-------------|
|  | 0.25        |
|  | 0.29 - 0.30 |
|  | 0.34 - 0.35 |
|  | 0.50 - 0.57 |



July 2012 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service

0 25 50 100 150 200  
Miles



Source: Va. Healthcare Workforce Data Center

3,287 Licensed Professional Counselors (LPCs) voluntarily took part in the 2014 Licensed Professional Counselor Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LPCs. These survey respondents represent 82% of the 4,003 LPCs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 3,564 LPCs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LPC at some point in the future. Between July 2013 and June 2014, Virginia's LPC workforce provided 3,208 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

More than three-quarters of all LPCs are female, and the median age of all LPCs is 52. In a random encounter between two LPCs, there is just a 27% chance that they would be of different races or ethnicities, a measure known as the diversity index. Meanwhile, the diversity index for those LPCs who are under the age of 40 is somewhat higher at 36%. Regardless, Virginia's LPC workforce is less diverse than Virginia's population as a whole, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities.

Nearly 30% of all LPCs grew up in a rural area, but only 20% of these professionals currently work in non-Metro areas of the state. Meanwhile, 44% of Virginia's LPCs graduated from high school in Virginia, while two-thirds received their initial professional degree in the state. In total, nearly three-quarters of Virginia's LPC workforce has some educational background in the state.

More than 80% of LPCs hold a Masters degree as their highest professional degree, while nearly all remaining LPCs have earned a doctorate. Mental health is the primary specialty of more than half of all LPCs. In addition, 9% of LPCs have a primary specialty in children, while 7% specialize in substance abuse issues.

93% of LPCs are currently employed in the profession. 53% hold one full-time position, while more than one-quarter hold two or more positions. Only 44% of LPCs work between 40 and 49 hours per week, while 20% of LPCs work less than 30 hours per week. Only 1% of LPCs have experienced involuntary unemployment at some point in the past year. Meanwhile, nearly three-quarters of all LPCs have been at their primary work location for more than two years.

The median annual income for LPCs is between \$50,000 and \$60,000. In addition, 56% of LPCs receive at least one employer-sponsored benefit, including 74% of those LPCs who work as a wage or salaried employee. 94% of LPCs indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

More than two-thirds of LPCs work in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 28% of LPCs worked at two or more locations in the past year. More than 70% of LPCs work in the private sector, including 53% who work at a for-profit company. Approximately 30% of LPCs work in either a solo or group private practice, while 15% work at a community services board.

A typical LPC spends approximately three-quarters of her time treating patients. 58% of LPCs serve a patient care role, meaning that at least 60% of her time is spent in patient care activities. Approximately 75% of patients seen by the typical LPC are adults, while between 10% and 20% of patients are adolescents. Nearly 60% of LPCs serve an adult patient care role, meaning that at least 60% of their patients were adults.

24% of LPCs expect to retire by the age of 65. Just 7% of the current workforce expects to retire in the next two years, while half the current workforce expects to retire by 2034. Over the next two years, only 3% of LPCs plan on leaving either the state or the profession. Meanwhile, 15% of LPCs plan on increasing patient care activities over the next two years, and 12% expect to pursue additional educational opportunities.

**A Closer Look:**

| Licensees                     |       |      |
|-------------------------------|-------|------|
| License Status                | #     | %    |
| <b>Renewing Practitioners</b> | 3,488 | 87%  |
| <b>New Licensees</b>          | 355   | 9%   |
| <b>Non-Renewals</b>           | 160   | 4%   |
| <b>All Licensees</b>          | 4,003 | 100% |

Source: Va. Healthcare Workforce Data Center

*Our surveys tend to achieve very high response rates. 89% of renewing LPCs submitted a survey. These represent 82% of LPCs who held a license at some point during the licensing period.*

| Response Rates                |                 |            |               |
|-------------------------------|-----------------|------------|---------------|
| Statistic                     | Non Respondents | Respondent | Response Rate |
| <b>By Age</b>                 |                 |            |               |
| <b>Under 30</b>               | 18              | 25         | 58%           |
| <b>30 to 34</b>               | 64              | 262        | 80%           |
| <b>35 to 39</b>               | 59              | 343        | 85%           |
| <b>40 to 44</b>               | 75              | 389        | 84%           |
| <b>45 to 49</b>               | 73              | 399        | 85%           |
| <b>50 to 54</b>               | 75              | 374        | 83%           |
| <b>55 to 59</b>               | 85              | 396        | 82%           |
| <b>60 and Over</b>            | 267             | 1,099      | 81%           |
| <b>Total</b>                  | 716             | 3,287      | 82%           |
| <b>New Licenses</b>           |                 |            |               |
| <b>Issued Since June 2012</b> | 187             | 168        | 47%           |
| <b>Metro Status</b>           |                 |            |               |
| <b>Non-Metro</b>              | 40              | 250        | 86%           |
| <b>Metro</b>                  | 544             | 2,723      | 83%           |
| <b>Not in Virginia</b>        | 129             | 303        | 70%           |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed LPCs**

|              |       |
|--------------|-------|
| Number:      | 4,003 |
| New:         | 9%    |
| Not Renewed: | 4%    |

**Response Rates**

|                         |     |
|-------------------------|-----|
| All Licensees:          | 82% |
| Renewing Practitioners: | 89% |

Source: Va. Healthcare Workforce Data Center

**Response Rates**

|                                     |       |
|-------------------------------------|-------|
| <b>Completed Surveys</b>            | 3,287 |
| <b>Response Rate, all licensees</b> | 82%   |
| <b>Response Rate, Renewals</b>      | 89%   |

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in June 2014.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2013 and June 2014.
- 3. Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2014.

## At a Glance:

### Workforce

Virginia's Workforce: 3,564  
 FTEs: 3,208

### Utilization Ratios

Licensees in VA Workforce: 89%  
 Licensees per FTE: 1.25  
 Workers per FTE: 1.11

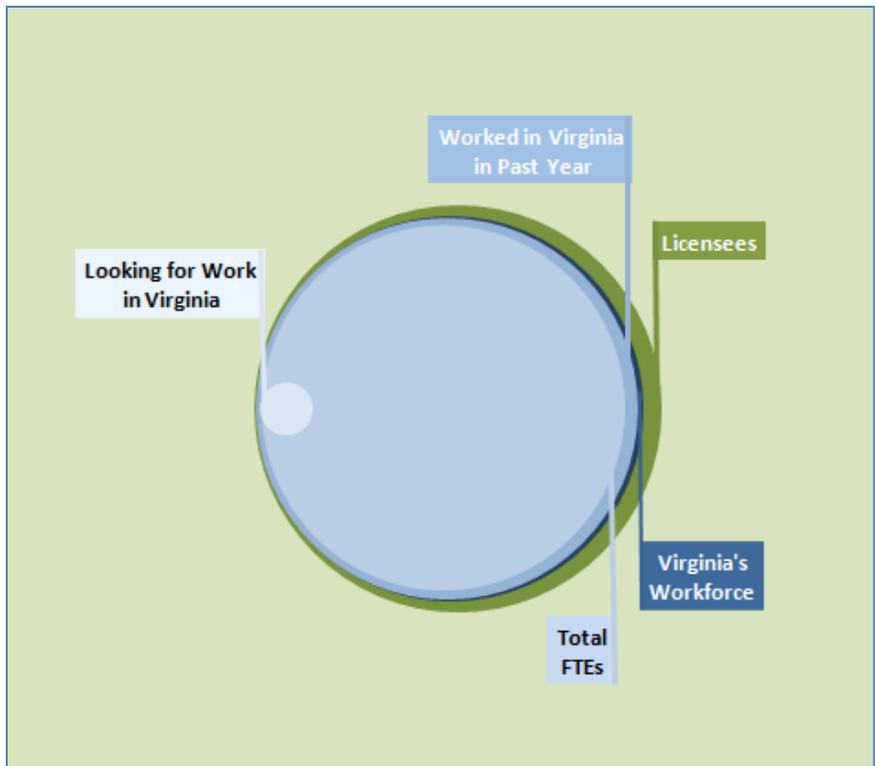
Source: Va. Healthcare Workforce Data Center

| Virginia's LPC Workforce        |       |      |
|---------------------------------|-------|------|
| Status                          | #     | %    |
| Worked in Virginia in Past Year | 3,498 | 98%  |
| Looking for Work in Virginia    | 67    | 2%   |
| Virginia's Workforce            | 3,564 | 100% |
| Total FTEs                      | 3,208 |      |
| Licensees                       | 4,003 |      |

Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)

**A Closer Look:**

| Age & Gender |            |            |              |            |              |                |
|--------------|------------|------------|--------------|------------|--------------|----------------|
| Age          | Male       |            | Female       |            | Total        |                |
|              | #          | % Male     | #            | % Female   | #            | % in Age Group |
| Under 30     | 10         | 25%        | 31           | 75%        | 41           | 1%             |
| 30 to 34     | 35         | 12%        | 249          | 88%        | 283          | 9%             |
| 35 to 39     | 42         | 13%        | 287          | 87%        | 329          | 10%            |
| 40 to 44     | 58         | 15%        | 338          | 85%        | 396          | 12%            |
| 45 to 49     | 72         | 19%        | 315          | 82%        | 387          | 12%            |
| 50 to 54     | 85         | 23%        | 277          | 77%        | 362          | 11%            |
| 55 to 59     | 115        | 29%        | 278          | 71%        | 393          | 12%            |
| 60 +         | 324        | 31%        | 711          | 69%        | 1,035        | 32%            |
| <b>Total</b> | <b>740</b> | <b>23%</b> | <b>2,486</b> | <b>77%</b> | <b>3,226</b> | <b>100%</b>    |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity   |             |              |             |               |             |
|--------------------|-------------|--------------|-------------|---------------|-------------|
| Race/<br>Ethnicity | Virginia*   | LPCs         |             | LPCs under 40 |             |
|                    | %           | #            | %           | #             | %           |
| White              | 64%         | 2,773        | 85%         | 517           | 79%         |
| Black              | 19%         | 283          | 9%          | 82            | 13%         |
| Asian              | 6%          | 33           | 1%          | 10            | 2%          |
| Other Race         | 0%          | 24           | 1%          | 3             | 0%          |
| Two or more races  | 2%          | 61           | 2%          | 16            | 2%          |
| Hispanic           | 8%          | 99           | 3%          | 28            | 4%          |
| <b>Total</b>       | <b>100%</b> | <b>3,273</b> | <b>100%</b> | <b>656</b>    | <b>100%</b> |

\*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Gender**

% Female: 77%  
% Under 40 Female: 87%

**Age**

Median Age: 52  
% Under 40: 20%  
% 55+: 44%

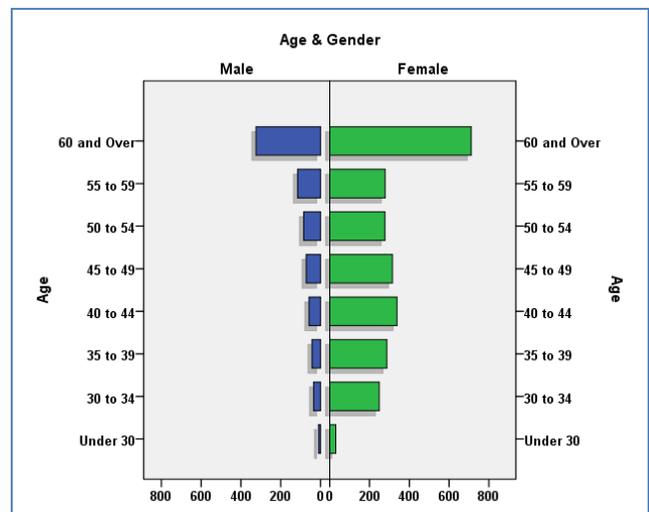
**Diversity**

Diversity Index: 27%  
Under 40 Div. Index: 36%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two LPCs, there is a 27% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population as a whole.*

*One-in-five LPCs are under the age of 40. 87% of these professionals are female. In addition, the diversity index among LPCs under the age of 40 is 36%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 16%  
Rural Childhood: 28%

### Virginia Background

HS in Virginia: 44%  
Prof. Ed. in VA: 66%  
HS or Prof. Ed. in VA: 73%

### Location Choice

% Rural to Non-Metro: 20%  
% Urban/Suburban to Non-Metro: 4%

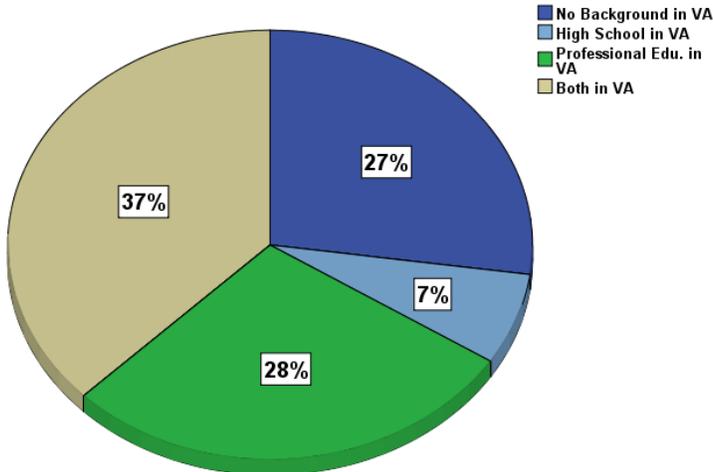
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Primary Location:<br>USDA Rural Urban Continuum |                                    | Rural Status of Childhood<br>Location |            |            |
|---|------------------------------------|---------------------------------------|------------|------------|
| Code  | Description                        | Rural                                 | Suburban   | Urban      |
| <b>Metro Counties</b>                           |                                    |                                       |            |            |
| 1   | Metro, 1 million+                  | 19%                                   | 63%        | 18%        |
| 2   | Metro, 250,000 to 1 million        | 34%                                   | 50%        | 16%        |
| 3   | Metro, 250,000 or less             | 39%                                   | 51%        | 9%         |
| <b>Non-Metro Counties</b>                       |                                    |                                       |            |            |
| 4   | Urban pop 20,000+, Metro adj       | 60%                                   | 31%        | 8%         |
| 6   | Urban pop, 2,500-19,999, Metro adj | 58%                                   | 30%        | 12%        |
| 7   | Urban pop, 2,500-19,999, nonadj    | 83%                                   | 13%        | 4%         |
| 8   | Rural, Metro adj                   | 63%                                   | 31%        | 6%         |
| 9   | Rural, nonadj                      | 57%                                   | 25%        | 18%        |
| <b>Overall</b>                                  |                                    | <b>28%</b>                            | <b>56%</b> | <b>16%</b> |

Source: Va. Healthcare Workforce Data Center

### Educational Background



Source: Va. Healthcare Workforce Data Center

*28% of LPCs grew up in self-described rural areas, but only 20% of these professionals currently work in non-Metro counties. Overall, only 9% of all LPCs currently work in non-Metro counties.*

## Top Ten States for Licensed Professional Counselor Recruitment

| Rank | All LPCs               |       |                   |       |
|------|------------------------|-------|-------------------|-------|
|      | High School            | #     | Init. Prof Degree | #     |
| 1    | Virginia               | 1,442 | Virginia          | 2,141 |
| 2    | New York               | 210   | Maryland          | 124   |
| 3    | Pennsylvania           | 194   | Washington, D.C.  | 99    |
| 4    | Maryland               | 133   | North Carolina    | 80    |
| 5    | Outside of U.S./Canada | 118   | Ohio              | 67    |
| 6    | New Jersey             | 105   | Pennsylvania      | 64    |
| 7    | North Carolina         | 95    | Florida           | 47    |
| 8    | Ohio                   | 95    | California        | 42    |
| 9    | Florida                | 84    | Massachusetts     | 42    |
| 10   | California             | 64    | Texas             | 41    |

*44% of licensed LPCs received their high school degree in Virginia, and 66% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

| Rank | Licensed in the Past 5 Years |     |                   |     |
|------|------------------------------|-----|-------------------|-----|
|      | High School                  | #   | Init. Prof Degree | #   |
| 1    | Virginia                     | 411 | Virginia          | 590 |
| 2    | Pennsylvania                 | 48  | Maryland          | 36  |
| 3    | Outside of U.S./Canada       | 46  | Washington, D.C.  | 31  |
| 4    | New York                     | 44  | Ohio              | 21  |
| 5    | Maryland                     | 41  | Florida           | 20  |
| 6    | Florida                      | 32  | Pennsylvania      | 20  |
| 7    | North Carolina               | 26  | North Carolina    | 16  |
| 8    | Ohio                         | 23  | Kentucky          | 14  |
| 9    | New Jersey                   | 18  | Massachusetts     | 13  |
| 10   | California                   | 16  | South Carolina    | 13  |

*Among LPCs who have been licensed in the past five years, 45% received their high school degree in Virginia, while 65% received their initial professional degree in the state.*

Source: Va. Healthcare Workforce Data Center

*11% of Virginia's licensees did not participate in Virginia's LPC workforce during the past year. Three-quarters of these licensees worked at some point in the past year, including nearly two-thirds who worked as an LPC.*

### At a Glance:

#### Not in VA Workforce

|                      |     |
|----------------------|-----|
| Total:               | 438 |
| % of Licensees:      | 11% |
| Federal/Military:    | 10% |
| Va. Border State/DC: | 16% |

**A Closer Look:**

| Highest Degree   |              |             |
|------------------|--------------|-------------|
| Degree           | #            | %           |
| <b>Masters</b>   | 2,673        | 84%         |
| <b>Doctorate</b> | 523          | 16%         |
| <b>Total</b>     | <b>3,196</b> | <b>100%</b> |

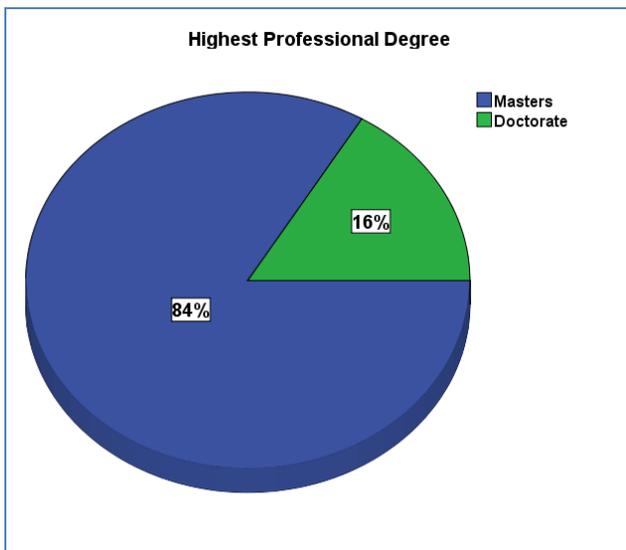
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Masters Degree: 84%  
 Doctoral Degree: 16%

**Educational Debt**  
 Carry debt: 34%  
 Under age 40 w/ debt: 67%  
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*84% of LPCs hold a Masters degree as their highest professional degree. More than one-third of all LPCs carry education debt, including 67% of those under the age of 40. The median debt burden among LPCs with educational debt is between \$40,000 and \$50,000.*

| Educational Debt           |              |             |               |             |
|----------------------------|--------------|-------------|---------------|-------------|
| Amount Carried             | All LPCs     |             | LPCs under 40 |             |
|                            | #            | %           | #             | %           |
| <b>None</b>                | 1,900        | 66%         | 191           | 33%         |
| <b>\$10,000 or less</b>    | 128          | 4%          | 43            | 7%          |
| <b>\$10,001-\$20,000</b>   | 113          | 4%          | 39            | 7%          |
| <b>\$20,001-\$30,000</b>   | 117          | 4%          | 59            | 10%         |
| <b>\$30,001-\$40,000</b>   | 98           | 3%          | 34            | 6%          |
| <b>\$40,001-\$50,000</b>   | 82           | 3%          | 47            | 8%          |
| <b>\$50,001-\$60,000</b>   | 66           | 2%          | 31            | 5%          |
| <b>\$60,001-\$70,000</b>   | 59           | 2%          | 36            | 6%          |
| <b>\$70,001-\$80,000</b>   | 51           | 2%          | 28            | 5%          |
| <b>\$80,001-\$90,000</b>   | 34           | 1%          | 17            | 3%          |
| <b>\$90,001-\$100,000</b>  | 31           | 1%          | 11            | 2%          |
| <b>\$100,000-\$110,000</b> | 58           | 2%          | 10            | 2%          |
| <b>\$110,001-\$120,000</b> | 12           | 0%          | 6             | 1%          |
| <b>\$120,001-\$130,000</b> | 21           | 1%          | 5             | 1%          |
| <b>\$130,001-\$140,000</b> | 18           | 1%          | 8             | 1%          |
| <b>\$140,001-\$150,000</b> | 7            | 0%          | 1             | 0%          |
| <b>More than \$150,000</b> | 67           | 2%          | 21            | 4%          |
| <b>Total</b>               | <b>2,862</b> | <b>100%</b> | <b>587</b>    | <b>100%</b> |

## At a Glance:

### Primary Specialty

|                  |     |
|------------------|-----|
| Mental Health:   | 52% |
| Child:           | 9%  |
| Substance Abuse: | 7%  |

### Secondary Specialty

|                   |     |
|-------------------|-----|
| Substance Abuse:  | 14% |
| Mental Health:    | 14% |
| General Practice: | 13% |

Source: Va. Healthcare Workforce Data Center

*52% all LPCs had a primary specialty in mental health. Meanwhile, 9% had a primary specialty in children, and 8% had a primary specialty in substance abuse. Among those LPCs with a secondary specialty, more than 40% had a specialty in either substance abuse, mental health, or general practice.*

| Specialties                             |              |             |              |             |
|---|--------------|-------------|--------------|-------------|
| Specialty                               | Primary      |             | Secondary    |             |
|   | #            | %           | #            | %           |
| <b>Mental Health</b>                    | 1,665        | 52%         | 396          | 14%         |
| <b>Child</b>                            | 274          | 9%          | 270          | 9%          |
| <b>Substance Abuse</b>                  | 237          | 7%          | 403          | 14%         |
| <b>General Practice (Non-Specialty)</b> | 226          | 7%          | 365          | 13%         |
| <b>Family</b>                           | 188          | 6%          | 345          | 12%         |
| <b>Behavioral Disorders</b>             | 148          | 5%          | 297          | 10%         |
| <b>Marriage</b>                         | 114          | 4%          | 248          | 9%          |
| <b>School/Educational</b>               | 79           | 2%          | 120          | 4%          |
| <b>Vocational/Work Environment</b>      | 36           | 1%          | 27           | 1%          |
| <b>Sex Offender Treatment</b>           | 31           | 1%          | 38           | 1%          |
| <b>Health/Medical</b>                   | 13           | 0%          | 28           | 1%          |
| <b>Rehabilitation</b>                   | 12           | 0%          | 25           | 1%          |
| <b>Forensic</b>                         | 8            | 0%          | 37           | 1%          |
| <b>Social</b>                           | 6            | 0%          | 12           | 0%          |
| <b>Gerontologic</b>                     | 6            | 0%          | 10           | 0%          |
| <b>Industrial-Organizational</b>        | 4            | 0%          | 8            | 0%          |
| <b>Neurology/Neuropsychology</b>        | 2            | 0%          | 8            | 0%          |
| <b>Public Health</b>                    | 0            | 0%          | 5            | 0%          |
| <b>Experimental or Research</b>         | 0            | 0%          | 2            | 0%          |
| <b>Human Factors</b>                    | 0            | 0%          | 0            | 0%          |
| <b>Other Specialty Area</b>             | 137          | 4%          | 203          | 7%          |
| <b>Total</b>                            | <b>3,187</b> | <b>100%</b> | <b>2,848</b> | <b>100%</b> |

## At a Glance:

### Employment

Employed in Profession: 93%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-time: 53%  
2 or More Positions: 26%

### Weekly Hours:

40 to 49: 44%  
60 or more: 6%  
Less than 30: 20%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

| Current Work Status                                     |              |             |
|---|--------------|-------------|
| Status  | #            | %           |
| Employed, capacity unknown                              | 4            | 0%          |
| Employed in a behavioral sciences-related capacity      | 3,014        | 93%         |
| Employed, NOT in a behavioral sciences-related capacity | 94           | 3%          |
| Not working, reason unknown                             | 1            | 0%          |
| Involuntarily unemployed                                | 9            | 0%          |
| Voluntarily unemployed                                  | 56           | 2%          |
| Retired   | 62           | 2%          |
| <b>Total</b>  | <b>3,240</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

93% of LPCs are currently employed in their profession. 53% of LPCs hold one full-time job, while 26% currently have multiple jobs. Only 44% of LPCs work between 40 and 49 hours per week, while 20% of LPCs work less than 30 hours per week.

| Current Weekly Hours |              |             |
|----------------------|--------------|-------------|
| Hours                | #            | %           |
| 0 hours              | 128          | 4%          |
| 1 to 9 hours         | 113          | 4%          |
| 10 to 19 hours       | 205          | 6%          |
| 20 to 29 hours       | 307          | 10%         |
| 30 to 39 hours       | 436          | 14%         |
| 40 to 49 hours       | 1,406        | 44%         |
| 50 to 59 hours       | 398          | 13%         |
| 60 to 69 hours       | 155          | 5%          |
| 70 to 79 hours       | 25           | 1%          |
| 80 or more hours     | 10           | 0%          |
| <b>Total</b>         | <b>3,183</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

| Current Positions                               |              |             |
|---|--------------|-------------|
| Positions                                       | #            | %           |
| No Positions                                    | 128          | 4%          |
| One Part-Time Position                          | 538          | 17%         |
| Two Part-Time Positions                         | 174          | 5%          |
| One Full-Time Position                          | 1,700        | 53%         |
| One Full-Time Position & One Part-Time Position | 556          | 17%         |
| Two Full-Time Positions                         | 17           | 1%          |
| More than Two Positions                         | 70           | 2%          |
| <b>Total</b>                                    | <b>3,183</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Income                     |              |             |
|----------------------------|--------------|-------------|
| Hourly Wage                | #            | %           |
| <b>Volunteer Work Only</b> | 25           | 1%          |
| <b>\$20,000 or less</b>    | 245          | 10%         |
| <b>\$20,001-\$30,000</b>   | 173          | 7%          |
| <b>\$30,001-\$40,000</b>   | 224          | 9%          |
| <b>\$40,001-\$50,000</b>   | 375          | 15%         |
| <b>\$50,001-\$60,000</b>   | 475          | 18%         |
| <b>\$60,001-\$70,000</b>   | 387          | 15%         |
| <b>\$70,001-\$80,000</b>   | 273          | 11%         |
| <b>\$80,001-\$90,000</b>   | 147          | 6%          |
| <b>More than \$90,000</b>  | 267          | 10%         |
| <b>Total</b>               | <b>2,592</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$50k-\$60k

**Benefits**  
*(Salary & Wage Employees only)*  
Health Insurance: 63%  
Retirement: 57%

**Satisfaction**  
Satisfied: 94%  
Very Satisfied: 70%

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction             |              |             |
|------------------------------|--------------|-------------|
| Level                        | #            | %           |
| <b>Very Satisfied</b>        | 2,208        | 70%         |
| <b>Somewhat Satisfied</b>    | 760          | 24%         |
| <b>Somewhat Dissatisfied</b> | 134          | 4%          |
| <b>Very Dissatisfied</b>     | 41           | 1%          |
| <b>Total</b>                 | <b>3,143</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

*The typical LPC earned between \$50,000 and \$60,000 in the past year. Among LPCs who received either a wage or salary as compensation at the primary work location, 63% received health insurance and 57% had access to a retirement plan.*

| Employer-Sponsored Benefits         |              |            |                            |
|-------------------------------------|--------------|------------|----------------------------|
| Benefit                             | #            | %          | % of Wage/Salary Employees |
| <b>Signing/Retention Bonus</b>      | 54           | 2%         | 3%                         |
| <b>Dental Insurance</b>             | 1,292        | 43%        | 59%                        |
| <b>Health Insurance</b>             | 1,418        | 47%        | 63%                        |
| <b>Paid Leave</b>                   | 1,419        | 47%        | 65%                        |
| <b>Group Life Insurance</b>         | 1,070        | 36%        | 50%                        |
| <b>Retirement</b>                   | 1,248        | 41%        | 57%                        |
| <b>Paid Vacation</b>                | 1,488        | 49%        | 69%                        |
| <b>Receive at least one benefit</b> | <b>1,692</b> | <b>56%</b> | <b>74%</b>                 |

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Employment Instability in Past Year   |              |            |
|---|--------------|------------|
| In the past year did you . . . ?  | #            | %          |
| Experience Involuntary Unemployment?  | 42           | 1%         |
| Experience Voluntary Unemployment?  | 134          | 4%         |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 84           | 2%         |
| Work two or more positions at the same time?  | 936          | 26%        |
| Switch employers or practices?  | 204          | 6%         |
| <b>Experienced at least 1</b>   | <b>1,212</b> | <b>34%</b> |

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia's LPCs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 5.9% in 2013.<sup>2</sup>*

| Location Tenure                        |              |             |              |             |
|--|--------------|-------------|--------------|-------------|
| Tenure                                 | Primary      |             | Secondary    |             |
|  | #            | %           | #            | %           |
| Not Currently Working at this Location | 68           | 2%          | 30           | 3%          |
| Less than 6 Months                     | 125          | 4%          | 78           | 9%          |
| 6 Months to 1 Year                     | 196          | 6%          | 102          | 11%         |
| 1 to 2 Years                           | 446          | 14%         | 160          | 18%         |
| 3 to 5 Years                           | 685          | 22%         | 212          | 23%         |
| 6 to 10 Years                          | 640          | 21%         | 158          | 17%         |
| More than 10 Years                     | 937          | 30%         | 169          | 19%         |
| <b>Subtotal</b>                        | <b>3,097</b> | <b>100%</b> | <b>908</b>   | <b>100%</b> |
| Did not have location                  | 77           |             | 2,577        |             |
| Item Missing                           | 390          |             | 79           |             |
| <b>Total</b>                           | <b>3,564</b> |             | <b>3,564</b> |             |

Source: Va. Healthcare Workforce Data Center

*70% of LPCs are wage or salaried employees, while 22% receive income from their own practice.*

### At a Glance:

**Unemployment Experience**  
 Involuntarily Unemployed: 1%  
 Underemployed: 2%

**Turnover & Tenure**  
 Switched Jobs: 6%  
 New Location: 16%  
 Over 2 years: 73%  
 Over 2 yrs, 2<sup>nd</sup> location: 59%

**Employment Type**  
 Salary/Wage: 70%  
 Business/Practice Income: 22%

*73% of LPCs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

| Employment Type           |              |             |
|---------------------------|--------------|-------------|
| Primary Work Site         | #            | %           |
| Salary/ Commission        | 1,462        | 58%         |
| Hourly Wage               | 325          | 13%         |
| By Contract               | 172          | 7%          |
| Business/ Practice Income | 553          | 22%         |
| Unpaid                    | 29           | 1%          |
| <b>Subtotal</b>           | <b>2,540</b> | <b>100%</b> |
| Did not have location     | 77           |             |
| Item Missing              | 947          |             |

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Concentration

|                |     |
|----------------|-----|
| Top Region:    | 29% |
| Top 3 Regions: | 68% |
| Lowest Region: | 1%  |

### Locations

|                   |     |
|-------------------|-----|
| 2 or more         |     |
| (Past Year):      | 28% |
| 2 or more (Now*): | 28% |

Source: Va. Healthcare Workforce Data Center

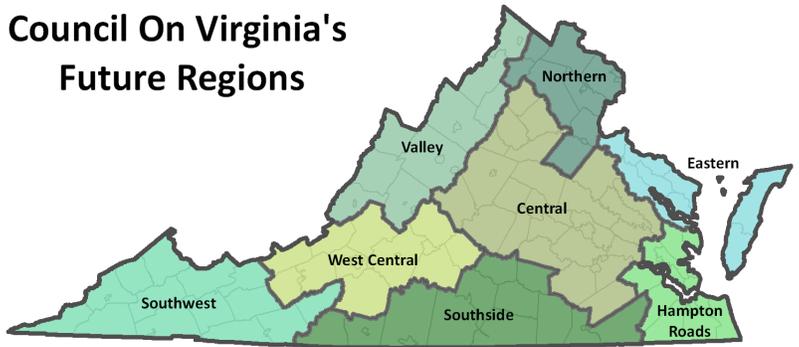
29% of LPCs work in Northern Virginia, the most of any region in the state. Meanwhile, only 1% of LPCs work in Eastern Virginia, the fewest of any region in Virginia.

## A Closer Look:

| Regional Distribution of Work Locations |                  |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
| COVF Region                             | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Central                                 | 598              | 19%         | 199                | 21%         |
| Eastern                                 | 41               | 1%          | 13                 | 1%          |
| Hampton Roads                           | 603              | 20%         | 190                | 20%         |
| Northern                                | 896              | 29%         | 247                | 26%         |
| Southside                               | 110              | 4%          | 28                 | 3%          |
| Southwest                               | 104              | 3%          | 38                 | 4%          |
| Valley                                  | 275              | 9%          | 77                 | 8%          |
| West Central                            | 442              | 14%         | 125                | 13%         |
| Virginia Border State/DC                | 13               | 0%          | 14                 | 1%          |
| Other US State                          | 5                | 0%          | 33                 | 3%          |
| Outside of the US                       | 2                | 0%          | 4                  | 0%          |
| <b>Total</b>                            | <b>3,089</b>     | <b>100%</b> | <b>968</b>         | <b>100%</b> |
| <b>Item Missing</b>                     | <b>398</b>       |             | <b>21</b>          |             |

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



70% of all LPCs had just one work location during the past year, while 15% of LPCs had two primary work locations.

| Locations    | Number of Work Locations    |             |                     |             |
|--------------|-----------------------------|-------------|---------------------|-------------|
|              | Work Locations in Past Year |             | Work Locations Now* |             |
|              | #                           | %           | #                   | %           |
| 0            | 77                          | 2%          | 122                 | 4%          |
| 1            | 2,500                       | 70%         | 2,142               | 68%         |
| 2            | 539                         | 15%         | 501                 | 16%         |
| 3            | 396                         | 11%         | 371                 | 12%         |
| 4            | 27                          | 1%          | 10                  | 0%          |
| 5            | 6                           | 0%          | 7                   | 0%          |
| 6 or More    | 20                          | 1%          | 10                  | 0%          |
| <b>Total</b> | <b>3,564</b>                | <b>100%</b> | <b>3,162</b>        | <b>100%</b> |

\*At the time of survey completion, June 2014.

**A Closer Look:**

| Sector                          | Location Sector  |             |                    |             |
|---------------------------------|------------------|-------------|--------------------|-------------|
|                                 | Primary Location |             | Secondary Location |             |
|                                 | #                | %           | #                  | %           |
| <b>For-Profit</b>               | 1,563            | 53%         | 572                | 67%         |
| <b>Non-Profit</b>               | 537              | 18%         | 164                | 19%         |
| <b>State/Local Government</b>   | 751              | 26%         | 105                | 12%         |
| <b>Veterans Administration</b>  | 6                | 0%          | 1                  | 0%          |
| <b>U.S. Military</b>            | 55               | 2%          | 10                 | 1%          |
| <b>Other Federal Government</b> | 25               | 1%          | 6                  | 1%          |
| <b>Total</b>                    | <b>2,937</b>     | <b>100%</b> | <b>858</b>         | <b>100%</b> |
| <b>Did not have location</b>    | 77               |             | 2577               |             |
| <b>Item Missing</b>             | 550              |             | 130                |             |

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

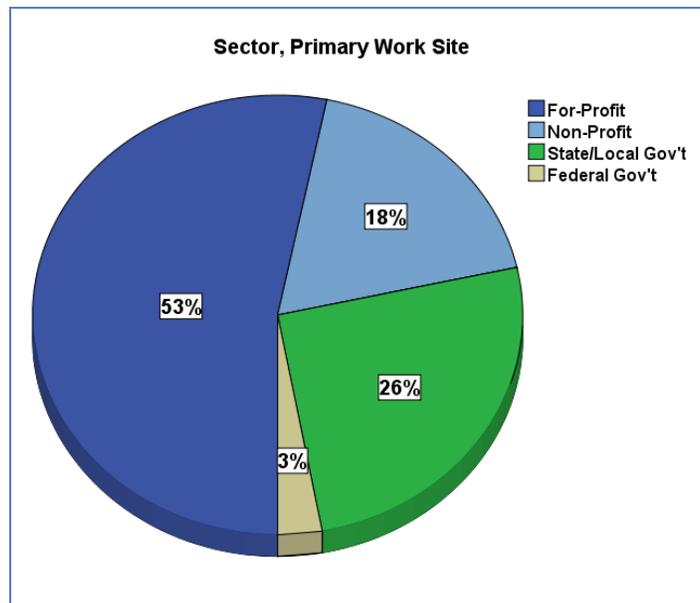
|             |     |
|-------------|-----|
| For Profit: | 53% |
| Federal:    | 3%  |

**Top Establishments**

|  |     |
|--|-----|
| Solo/Group Practice:                   | 38% |
| Comm. Services Boards:                 | 19% |
| Mental Health Facilities (Outpatient): | 12% |

Source: Va. Healthcare Workforce Data Center

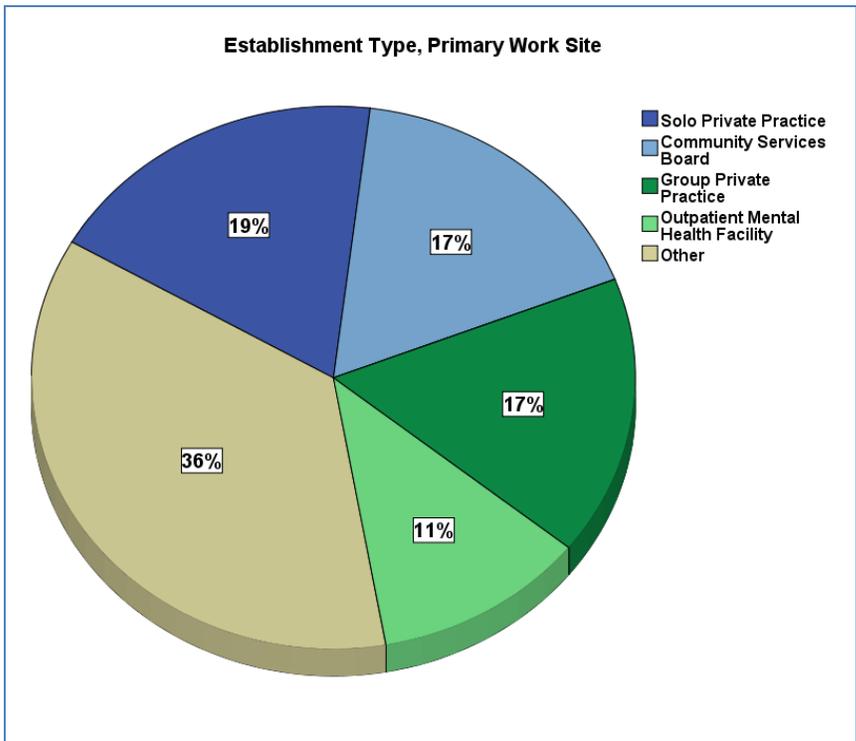
*72% of LPCs work in the private sector, including 53% in for-profit establishments. More than one-quarter of LPCs work for the state government, while just 3% work for the federal government.*



Source: Va. Healthcare Workforce Data Center

| Establishment Type  | Location Type    |             |                    |             |
|---|------------------|-------------|--------------------|-------------|
|   | Primary Location |             | Secondary Location |             |
|   | #                | %           | #                  | %           |
| Solo Private Practice                                       | 523              | 19%         | 156                | 19%         |
| Community Services Board                                    | 482              | 17%         | 51                 | 6%          |
| Group Private Practice                                      | 469              | 17%         | 181                | 22%         |
| Outpatient Mental Health Facility                           | 322              | 11%         | 113                | 14%         |
| Community-Based Clinic or Health Center                     | 226              | 8%          | 65                 | 8%          |
| School (Providing Care to Clients)                          | 165              | 6%          | 26                 | 3%          |
| Academic Institution (Teaching Health Professions Students) | 109              | 4%          | 63                 | 8%          |
| Residential Mental Health/Substance Abuse Facility          | 69               | 2%          | 13                 | 2%          |
| Psychiatric Hospital  | 56               | 2%          | 23                 | 3%          |
| Corrections/Jail  | 55               | 2%          | 11                 | 1%          |
| Hospital, General   | 46               | 2%          | 18                 | 2%          |
| Administrative or regulatory                                | 31               | 1%          | 8                  | 1%          |
| Rehabilitation Facility                                     | 19               | 1%          | 2                  | 0%          |
| Other Practice Setting                                      | 238              | 8%          | 98                 | 12%         |
| <b>Total</b>  | <b>2,810</b>     | <b>100%</b> | <b>828</b>         | <b>100%</b> |
| <b>Did Not Have a Location</b>                              | <b>77</b>        |             | <b>2577</b>        |             |

*19% of all LPCs work at a solo private practice, while 17% work at a group private practice. Community Service Boards and Outpatient Mental Health Facilities were also significant employers of Virginia's LPC workforce.*



*Among those LPCs who also have a secondary work location, 22% work in a group private practice, while 19% work in a solo private practice. Many LPCs also had a secondary work location at an outpatient mental health facility.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 60%-69%  
Administration: 10%-19%

### Roles

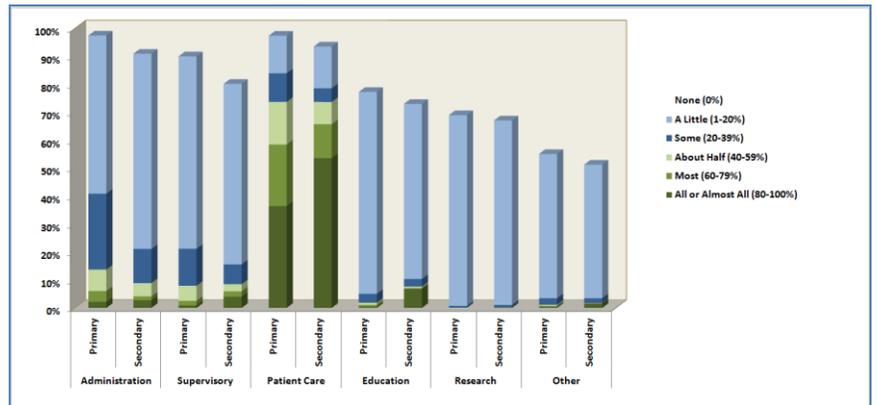
Patient Care: 58%  
Administrative: 6%  
Supervisory: 3%

### Patient Care LPCs

Median Admin Time: 10%-19%  
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

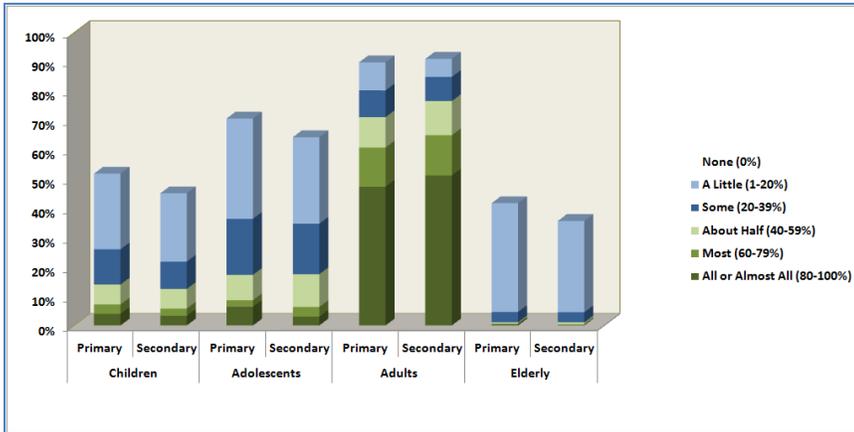


Source: Va. Healthcare Workforce Data Center

*A typical LPC spends approximately three-quarters of her time on patient care activities. 58% of LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

| Time Allocation                    |            |           |             |           |              |           |            |           |            |           |            |           |
|------------------------------------|------------|-----------|-------------|-----------|--------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| Time Spent                         | Admin.     |           | Supervisory |           | Patient Care |           | Education  |           | Research   |           | Other      |           |
|                                    | Prim. Site | Sec. Site | Prim. Site  | Sec. Site | Prim. Site   | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| <b>All or Almost All (80-100%)</b> | 2%         | 3%        | 1%          | 4%        | 36%          | 54%       | 0%         | 7%        | 0%         | 0%        | 0%         | 2%        |
| <b>Most (60-79%)</b>               | 4%         | 1%        | 2%          | 2%        | 22%          | 12%       | 1%         | 0%        | 0%         | 0%        | 0%         | 0%        |
| <b>About Half (40-59%)</b>         | 8%         | 5%        | 5%          | 3%        | 15%          | 8%        | 1%         | 1%        | 0%         | 0%        | 0%         | 0%        |
| <b>Some (20-39%)</b>               | 27%        | 12%       | 13%         | 7%        | 10%          | 5%        | 3%         | 3%        | 1%         | 1%        | 2%         | 2%        |
| <b>A Little (1-20%)</b>            | 57%        | 70%       | 69%         | 65%       | 13%          | 15%       | 72%        | 63%       | 68%        | 66%       | 52%        | 48%       |
| <b>None (0%)</b>                   | 3%         | 9%        | 10%         | 20%       | 3%           | 6%        | 23%        | 27%       | 31%        | 33%       | 45%        | 49%       |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Patient Allocation

Children: 1%-9%  
 Adolescents: 10%-19%  
 Adults: 70%-79%  
 Elderly: 0%

### Roles

Children: 7%  
 Adolescents: 9%  
 Adults: 59%  
 Elderly: 0%

Source: Va. Healthcare Workforce Data Center

*Approximately 75% of the patients seen by a typical LPC at her primary work location are adults. In addition, 59% of LPCs serve an adult patient care role, meaning that at least 60% of her patients are adults.*

| Patient Allocation                 |            |           |             |           |            |           |            |           |
|------------------------------------|------------|-----------|-------------|-----------|------------|-----------|------------|-----------|
| Time Spent                         | Children   |           | Adolescents |           | Adults     |           | Elderly    |           |
|                                    | Prim. Site | Sec. Site | Prim. Site  | Sec. Site | Prim. Site | Sec. Site | Prim. Site | Sec. Site |
| <b>All or Almost All (80-100%)</b> | 4%         | 4%        | 6%          | 4%        | 47%        | 50%       | 0%         | 1%        |
| <b>Most (60-79%)</b>               | 3%         | 3%        | 2%          | 3%        | 12%        | 14%       | 0%         | 0%        |
| <b>About Half (40-59%)</b>         | 9%         | 8%        | 9%          | 9%        | 11%        | 8%        | 0%         | 1%        |
| <b>Some (20-39%)</b>               | 13%        | 10%       | 19%         | 18%       | 10%        | 10%       | 3%         | 3%        |
| <b>A Little (1-20%)</b>            | 25%        | 23%       | 34%         | 31%       | 11%        | 9%        | 38%        | 30%       |
| <b>None (0%)</b>                   | 47%        | 52%       | 29%         | 34%       | 9%         | 9%        | 59%        | 66%       |

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

| Retirement Expectations          |              |             |              |             |
|----------------------------------|--------------|-------------|--------------|-------------|
| Expected Retirement Age          | All LPCs     |             | LPCs over 50 |             |
|                                  | #            | %           | #            | %           |
| <b>Under age 50</b>              | 17           | 1%          | -            | -           |
| <b>50 to 54</b>                  | 55           | 2%          | -            | -           |
| <b>55 to 59</b>                  | 162          | 6%          | 36           | 2%          |
| <b>60 to 64</b>                  | 425          | 15%         | 179          | 12%         |
| <b>65 to 69</b>                  | 902          | 33%         | 509          | 33%         |
| <b>70 to 74</b>                  | 582          | 21%         | 383          | 25%         |
| <b>75 to 79</b>                  | 216          | 8%          | 145          | 9%          |
| <b>80 or over</b>                | 61           | 2%          | 46           | 3%          |
| <b>I do not intend to retire</b> | 350          | 13%         | 235          | 15%         |
| <b>Total</b>                     | <b>2,771</b> | <b>100%</b> | <b>1,533</b> | <b>100%</b> |

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All LPCs**

Under 65: 24%

Under 60: 8%

**LPCs 50 and over**

Under 65: 14%

Under 60: 2%

**Time until Retirement**

Within 2 years: 7%

Within 10 years: 27%

Half the workforce: by 2034

Source: Va. Healthcare Workforce Data Center

*Nearly one-quarter of LPCs expect to retire by the age of 65, but only 14% of those LPCs who are age 50 or over expect to retire by the same age. Meanwhile, 44% of LPCs expect to work until at least age 70, including 13% who do not expect to retire at all.*

*Within the next two years, only 3% of Virginia’s LPCs plan on leaving either the profession or the state. Meanwhile, 15% of LPCs plan on increasing patient care hours, and 12% plan on pursuing additional educational opportunities.*

**Future Plans**

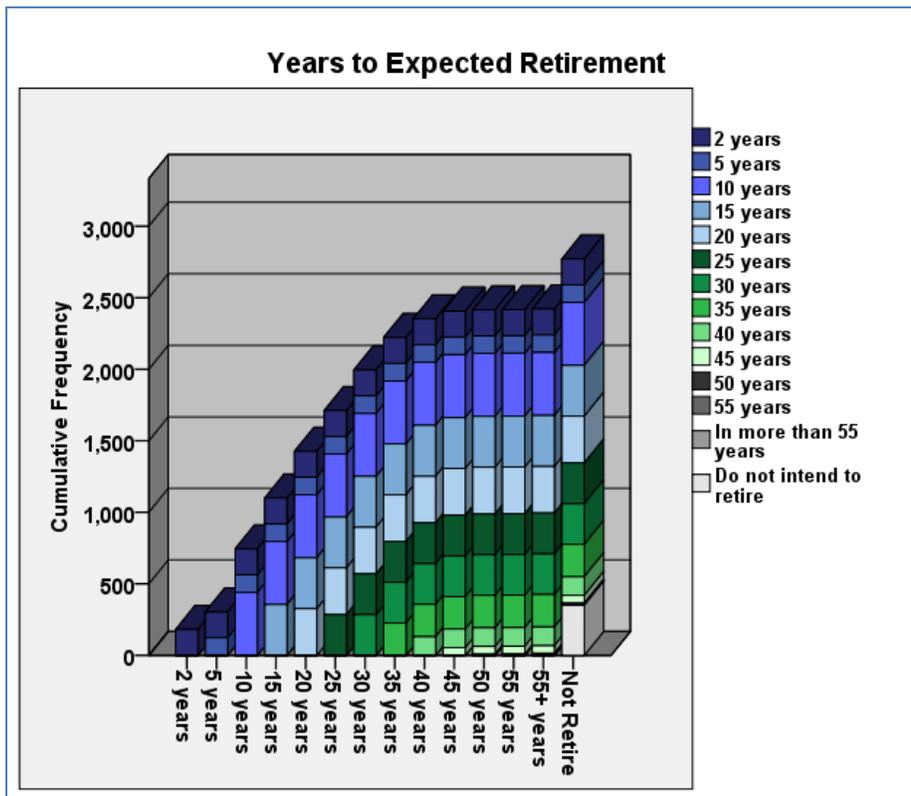
| 2 Year Plans:                         | #   | %   |
|---------------------------------------|-----|-----|
| <b>Decrease Participation</b>         |     |     |
| <b>Leave Profession</b>               | 48  | 1%  |
| <b>Leave Virginia</b>                 | 75  | 2%  |
| <b>Decrease Patient Care Hours</b>    | 292 | 8%  |
| <b>Decrease Teaching Hours</b>        | 25  | 1%  |
| <b>Increase Participation</b>         |     |     |
| <b>Increase Patient Care Hours</b>    | 552 | 15% |
| <b>Increase Teaching Hours</b>        | 234 | 7%  |
| <b>Pursue Additional Education</b>    | 436 | 12% |
| <b>Return to Virginia’s Workforce</b> | 24  | 1%  |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. 7% of LPCs expect to retire in the next two years, while 27% expect to retire in the next 10 years. More than half of the current LPC workforce expects to retire by 2034.

| Time to Retirement             |              |             |              |
|--------------------------------|--------------|-------------|--------------|
| Expect to retire within . .    | #            | %           | Cumulative % |
| <b>2 years</b>                 | 181          | 7%          | 7%           |
| <b>5 years</b>                 | 123          | 4%          | 11%          |
| <b>10 years</b>                | 440          | 16%         | 27%          |
| <b>15 years</b>                | 356          | 13%         | 40%          |
| <b>20 years</b>                | 326          | 12%         | 51%          |
| <b>25 years</b>                | 285          | 10%         | 62%          |
| <b>30 years</b>                | 284          | 10%         | 72%          |
| <b>35 years</b>                | 226          | 8%          | 80%          |
| <b>40 years</b>                | 130          | 5%          | 85%          |
| <b>45 years</b>                | 54           | 2%          | 87%          |
| <b>50 years</b>                | 9            | 0%          | 87%          |
| <b>55 years</b>                | 1            | 0%          | 87%          |
| <b>In more than 55 years</b>   | 5            | 0%          | 87%          |
| <b>Do not intend to retire</b> | 350          | 13%         | 100%         |
| <b>Total</b>                   | <b>2,771</b> | <b>100%</b> |              |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2024. Retirements will peak at 16% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2049.

## At a Glance:

### FTEs

Total: 3,208  
 FTEs/1,000 Residents: 0.388  
 Average: 0.92

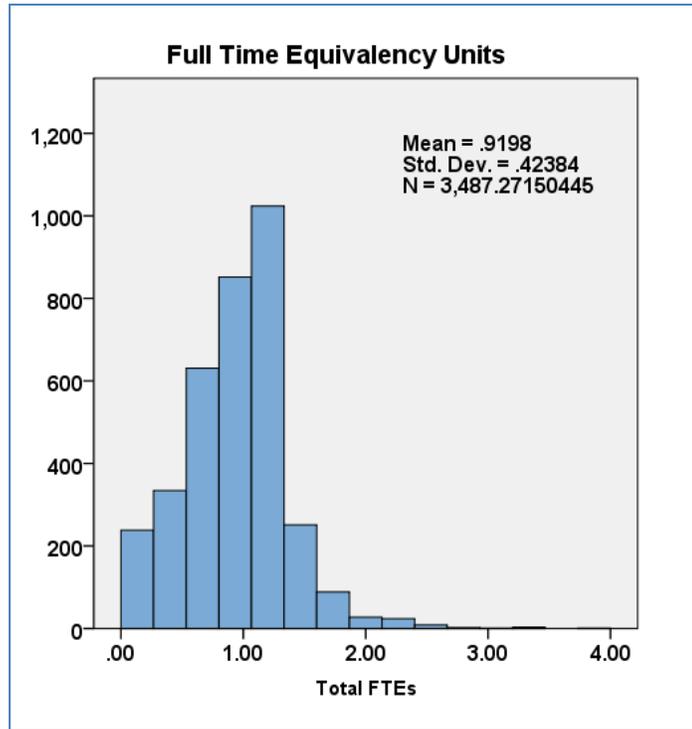
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

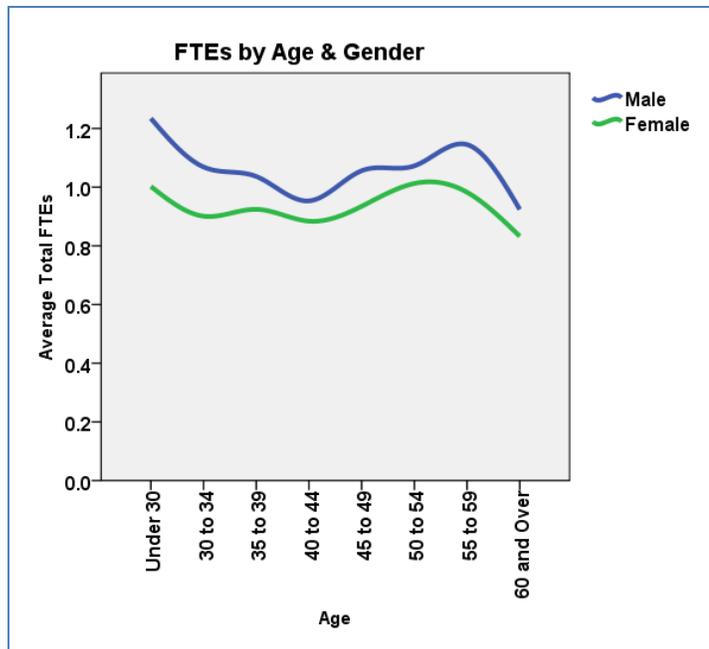


Source: Va. Healthcare Workforce Data Center

*The typical (median) LPC provided 0.91 FTEs, or approximately 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.<sup>2</sup>*

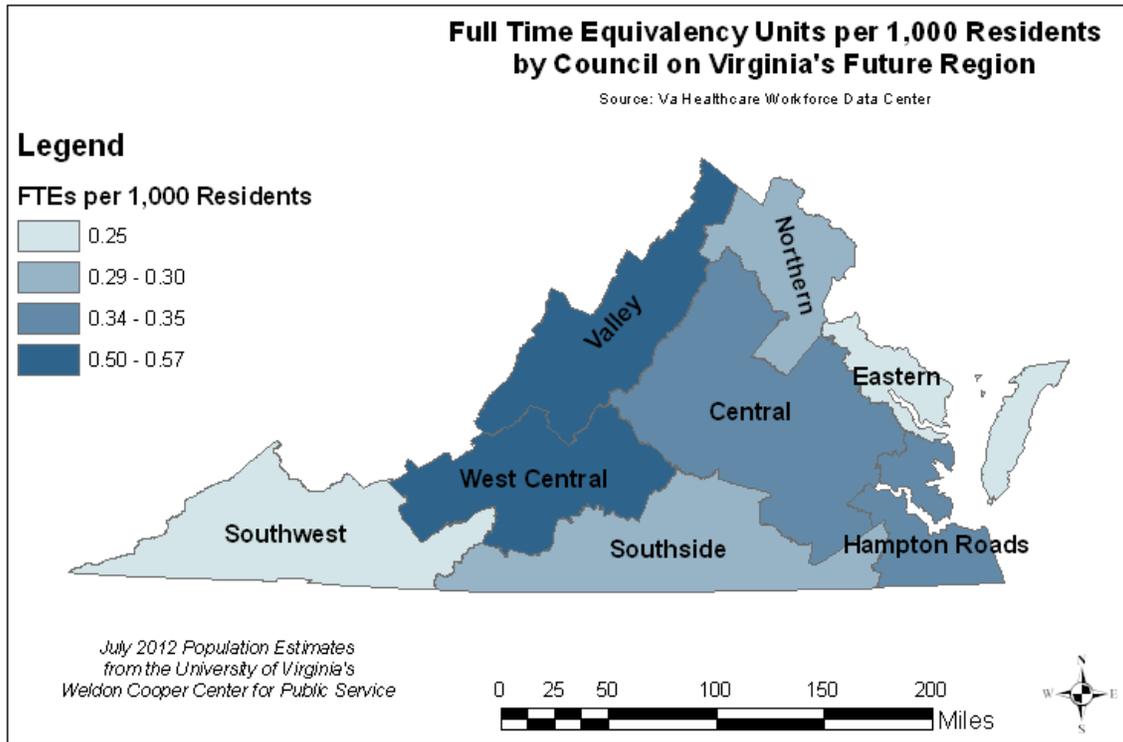
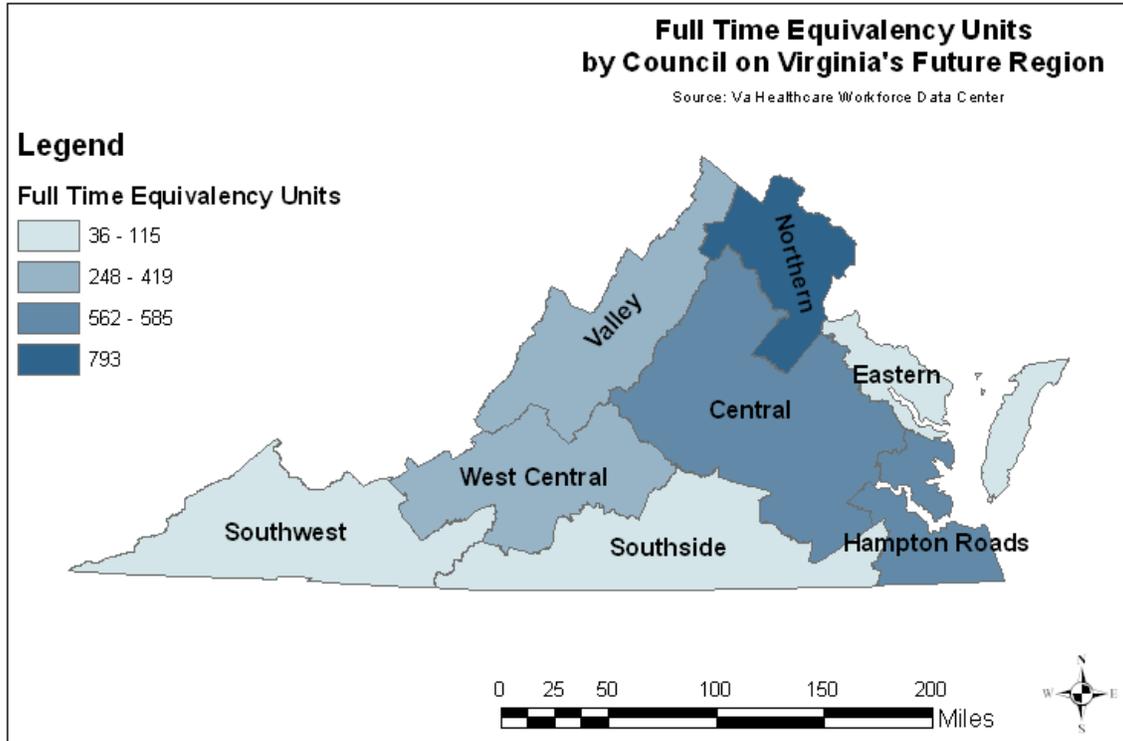
| Full-Time Equivalency Units |         |        |
|-----------------------------|---------|--------|
| Age                         | Average | Median |
| <b>Age</b>                  |         |        |
| Under 30                    | 1.06    | 1.15   |
| 30 to 34                    | 0.92    | 0.99   |
| 35 to 39                    | 0.93    | 0.96   |
| 40 to 44                    | 0.89    | 0.90   |
| 45 to 49                    | 0.95    | 0.91   |
| 50 to 54                    | 0.99    | 1.02   |
| 55 to 59                    | 1.02    | 1.01   |
| 60 and Over                 | 0.85    | 0.81   |
| <b>Gender</b>               |         |        |
| Male                        | 1.01    | 1.10   |
| Female                      | 0.91    | 0.91   |

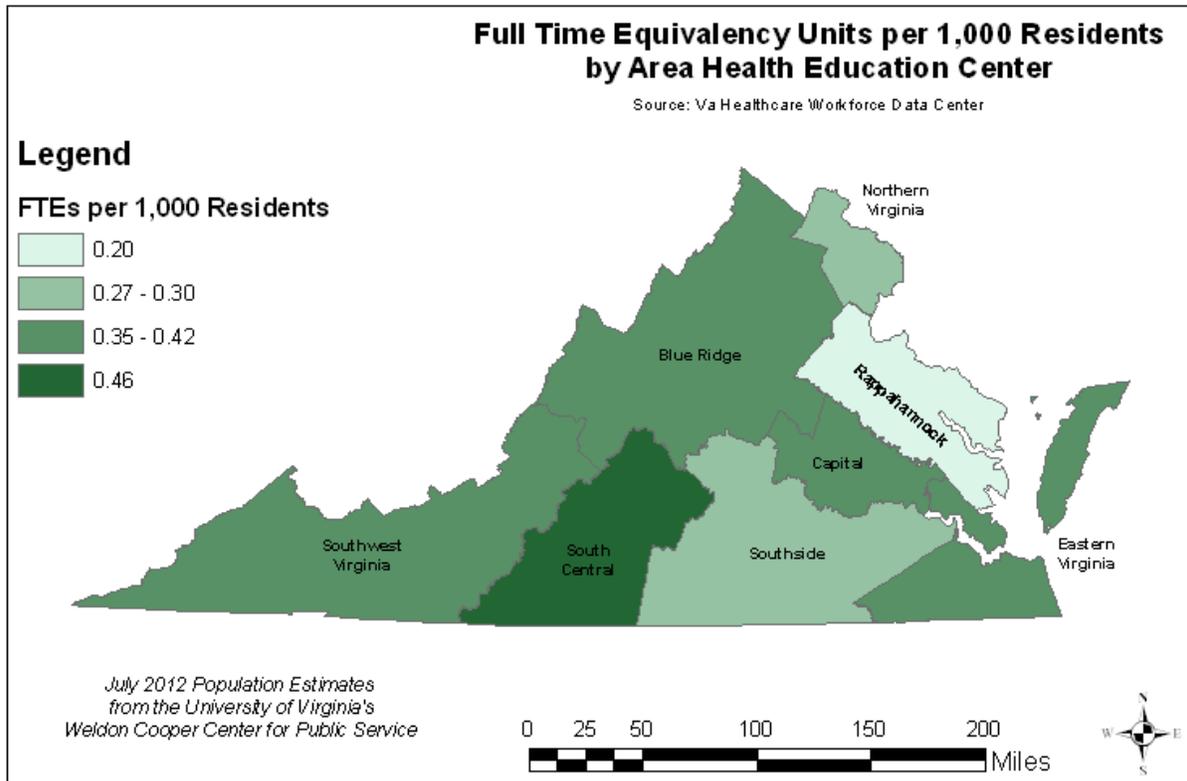
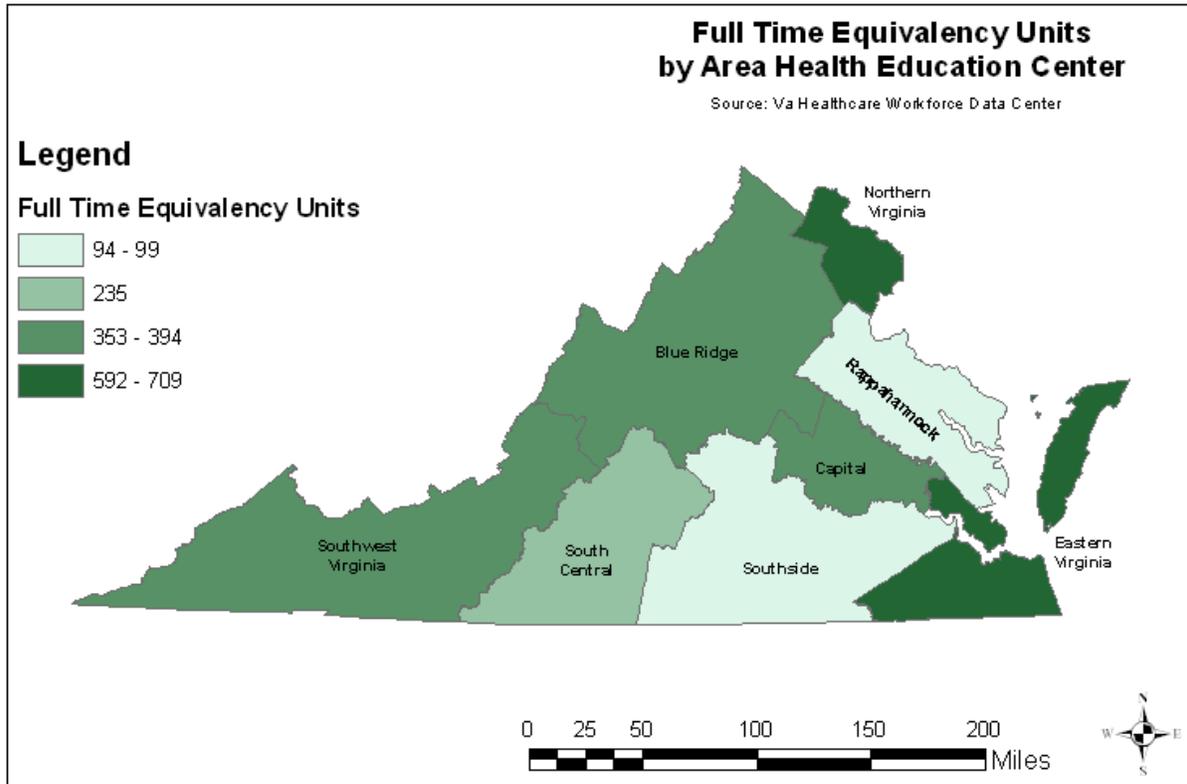
Source: Va. Healthcare Workforce Data Center

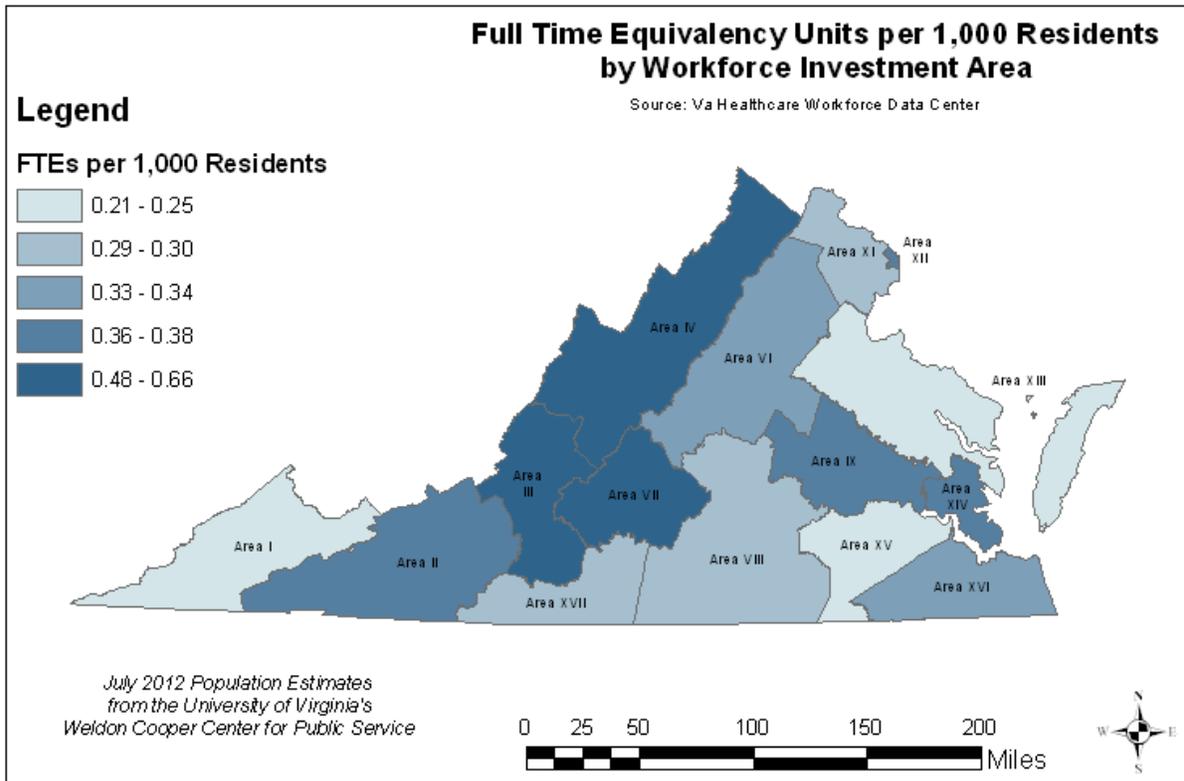
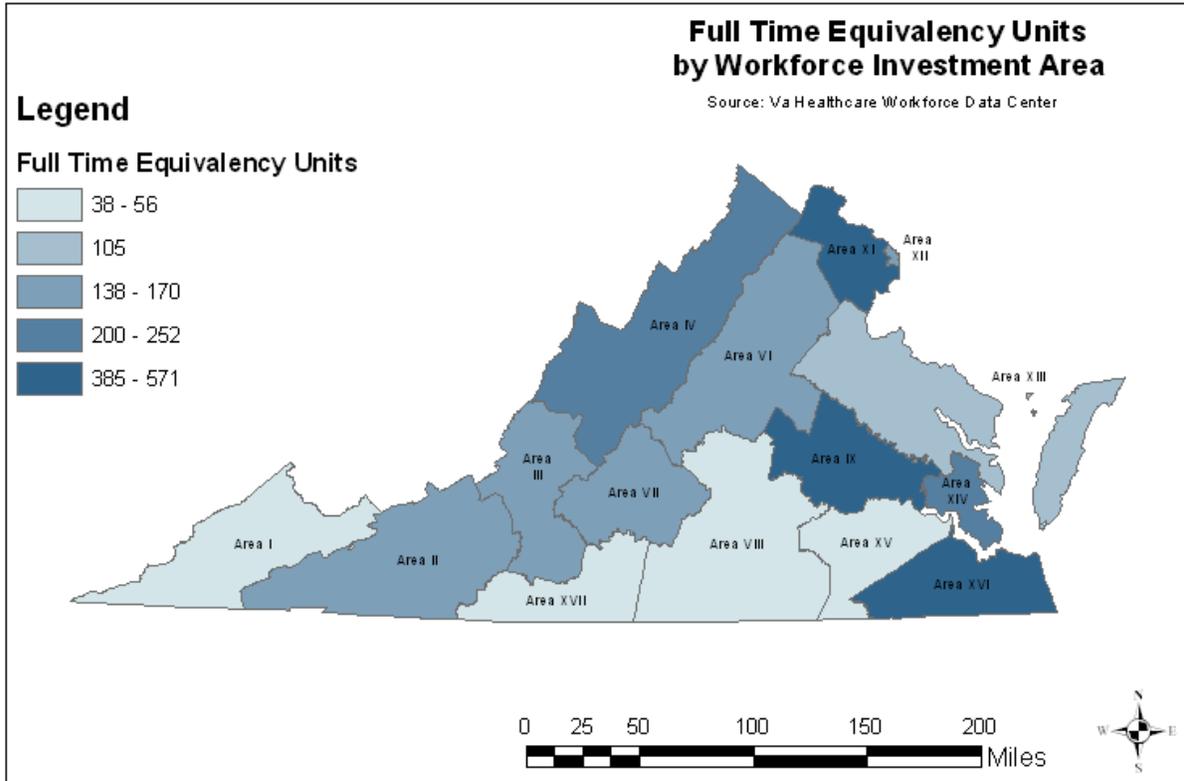


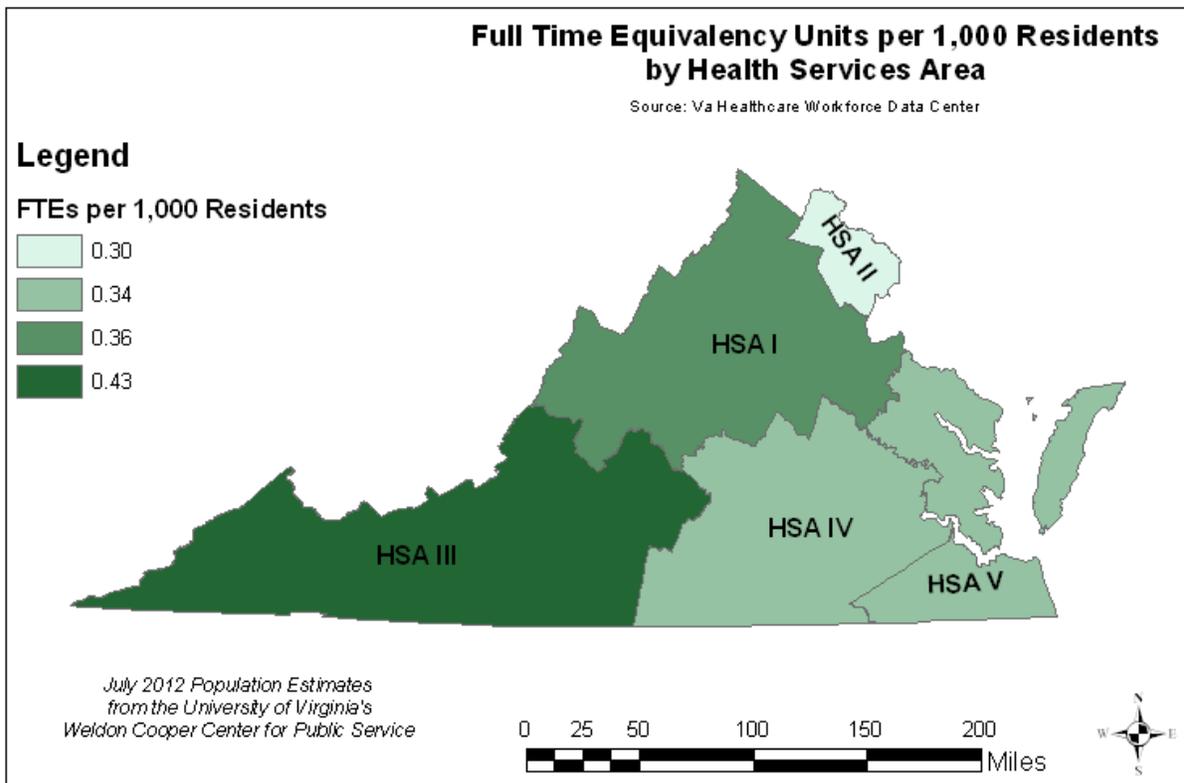
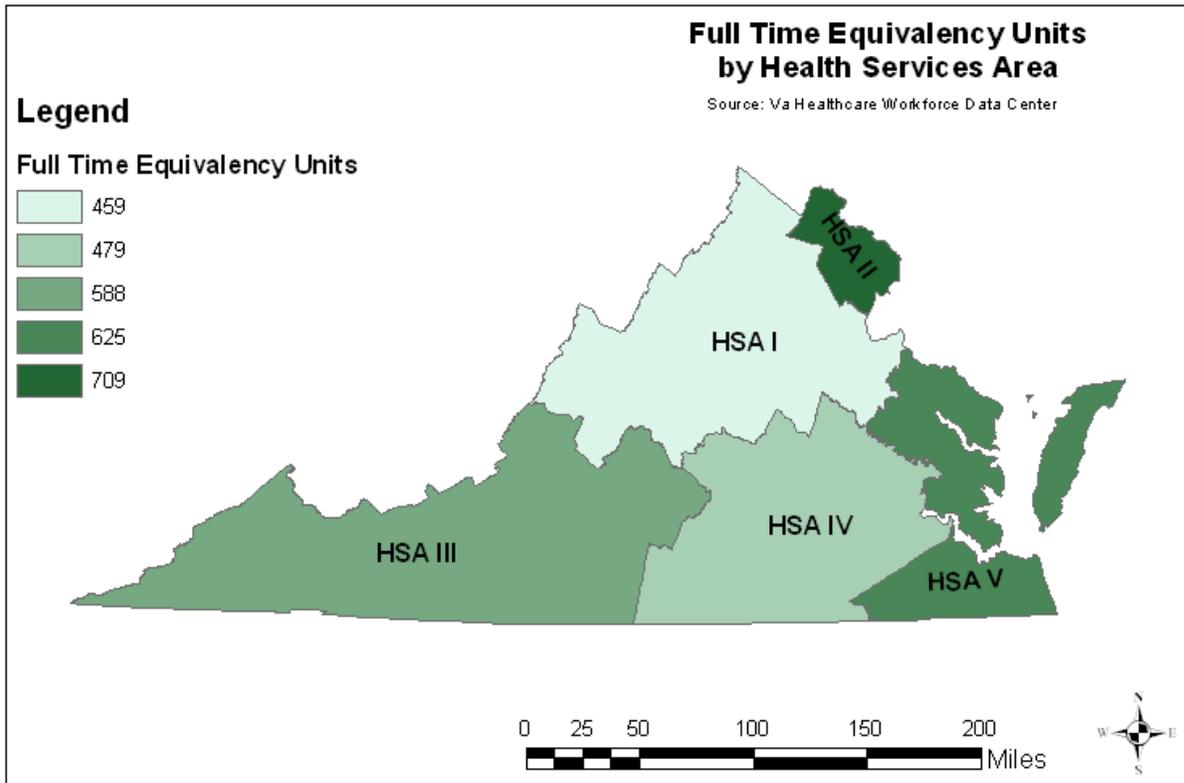
Source: Va. Healthcare Workforce Data Center

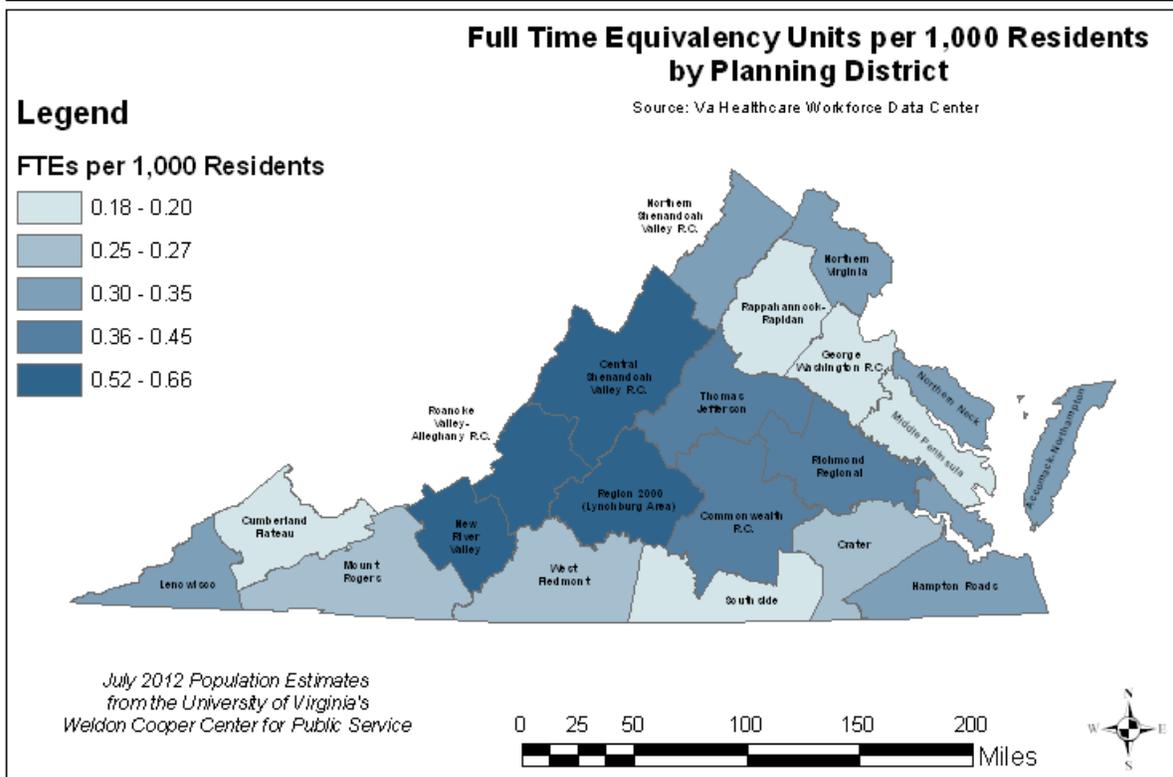
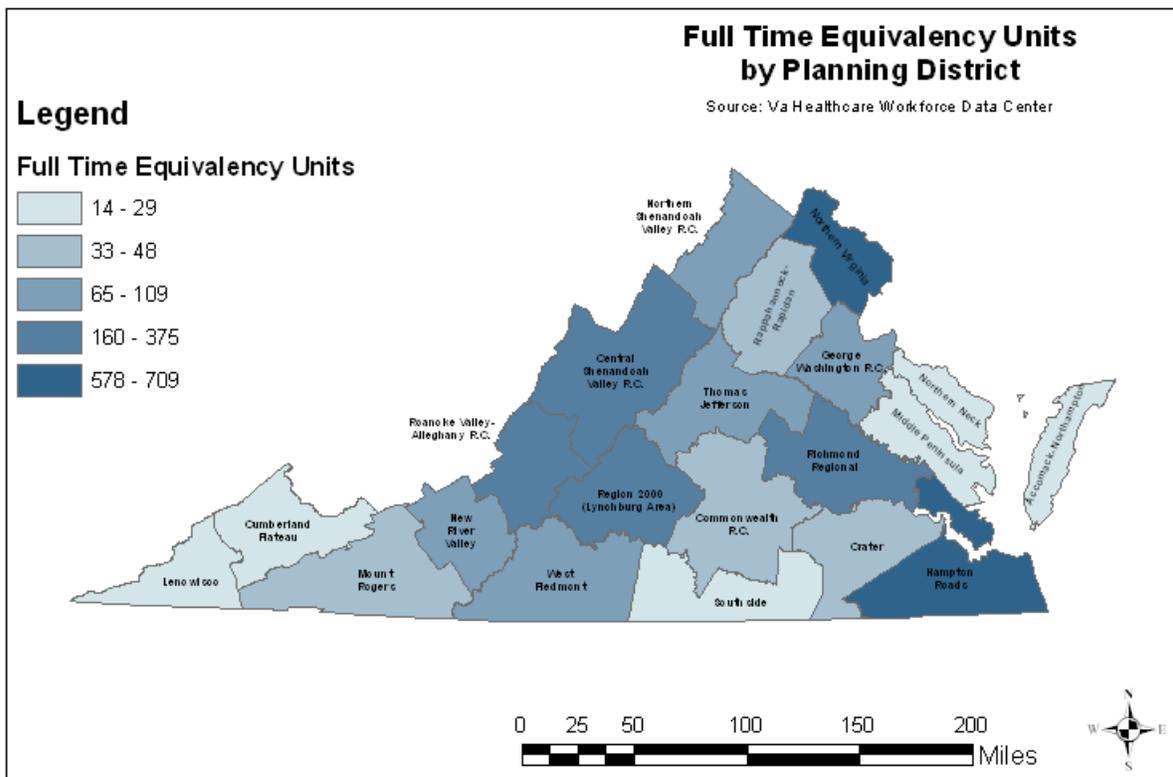
<sup>1</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)











Appendix A: Weights

| Rural Status                       | Location Weight |        |          | Total Weight |         |
|------------------------------------|-----------------|--------|----------|--------------|---------|
|                                    | #               | Rate   | Weight   | Min          | Max     |
| Metro, 1 million+                  | 2,271           | 83.93% | 1.191501 | 1.14668      | 1.68282 |
| Metro, 250,000 to 1 million        | 448             | 83.26% | 1.201072 | 1.15589      | 1.69634 |
| Metro, 250,000 or less             | 548             | 81.02% | 1.234234 | 1.1878       | 1.74317 |
| Urban pop 20,000+, Metro adj       | 37              | 81.08% | 1.233333 | 1.18693      | 1.26012 |
| Urban pop 20,000+, nonadj          | 0               | NA     | NA       | NA           | NA      |
| Urban pop, 2,500-19,999, Metro adj | 118             | 88.98% | 1.12381  | 1.08153      | 1.14822 |
| Urban pop, 2,500-19,999, nonadj    | 58              | 84.48% | 1.183673 | 1.13914      | 1.67176 |
| Rural, Metro adj                   | 56              | 85.71% | 1.166667 | 1.12278      | 1.192   |
| Rural, nonadj                      | 21              | 85.71% | 1.166667 | 1.12278      | 1.192   |
| Virginia border state/DC           | 224             | 72.32% | 1.382716 | 1.3307       | 1.41274 |
| Other US State                     | 208             | 67.79% | 1.475177 | 1.41968      | 1.50721 |

| Age         | Age Weight |        |          | Total Weight |         |
|-------------|------------|--------|----------|--------------|---------|
|             | #          | Rate   | Weight   | Min          | Max     |
| Under 30    | 43         | 58.14% | 1.72     | 1.67176      | 1.74317 |
| 30 to 34    | 326        | 80.37% | 1.244275 | 1.14822      | 1.50721 |
| 35 to 39    | 402        | 85.32% | 1.172012 | 1.08153      | 1.41968 |
| 40 to 44    | 464        | 83.84% | 1.192802 | 1.10072      | 1.44486 |
| 45 to 49    | 472        | 84.53% | 1.182957 | 1.09163      | 1.43294 |
| 50 to 54    | 449        | 83.30% | 1.200535 | 1.10785      | 1.45423 |
| 55 to 59    | 481        | 82.33% | 1.214646 | 1.12087      | 1.47132 |
| 60 and Over | 1,366      | 80.45% | 1.242948 | 1.14699      | 1.50561 |

See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.821134**

